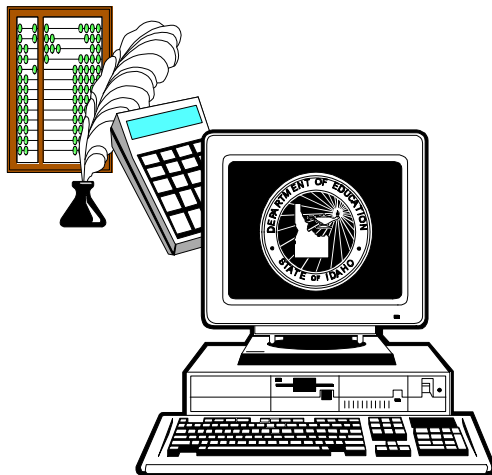


ANNUAL STATISTICAL REPORT

1992-1993



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO

ANNUAL STATISTICAL REPORT

Prepared by:
STATE OF IDAHO
DEPARTMENT OF EDUCATION
FINANCE DIVISION
P.O. BOX 83720
BOISE, IDAHO 83720-0027
(208) 334-3330

Printed
FEBRUARY 1993

TABLE OF CONTENTS

Introduction	ii-v
---------------------------	-------------

MEMBERSHIP GROUPS

School District Membership Groups with Teacher FTE & Student/Teacher Ratio by District	2-3
---	------------

CERTIFIED STAFF

Number of Certified Employees	6-7
Salaries	8-15
Experience Levels	16
Age Levels	17
Education Levels	18
Sources of Education	19
Ethnic Categories	20
Turnover	21
Pie Charts (not included in web document).....	22

NONCERTIFIED STAFF

Number of Noncertified Employees & Salaries	24-29
--	--------------

INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1992. Salary information for both certified and noncertified staff was supplied for the 1992-93 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the last Friday in September. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees who were reported as performing more than one activity have been counted according to their FTE in each activity.

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080 hour work year for noncertified employees.

Employees who have been reported in both certified and noncertified activities have been counted by their FTE as a certified employee and as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator --Educator with responsibility for teachers or courses in a specified subject or service area.
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher -- Certified teacher who works with students in grades K-6.
9. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
10. Head Teacher
11. Education Media Generalist -- This category includes Librarians.
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendents
Assistant Superintendents
Directors
Supervisors/Coordinators

2. School Administration

Elementary Principals
Secondary Principals
Assistant Principals
Head Teachers

3. Student Services

Media Generalists
Counselors
Psychological Examiners
School Psychologists
Speech/Language Pathologist
Audiologists
School Social Workers
School Nurses
Occupational/Physical Therapists

4. Instructional Services

Elementary Teachers
Secondary Teachers

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the September 25th student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 231,688 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e., the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT TEACHER RATIO d/e (f)
DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE INDEPENDENT	25,115	1,316.76	19.10
2	002	MERIDIAN	16,182	790.78	20.50
3	025	POCATELLO	13,807	646.37	21.40
4	091	IDAHO FALLS	10,975	535.28	20.50
5	131	NAMPA	8,139	403.65	20.20
6	271	COEUR D ALENE	7,757	387.52	20.00
7	093	BONNEVILLE	7,582	375.75	20.20
8	411	TWIN FALLS	7,050	348.85	20.20
9	082	BONNER COUNTY	5,701	297.64	19.20
10	151	CASSIA COUNTY	5,494	265.43	20.70
11	331	MINIDOKA COUNTY	5,411	278.06	19.50
11 DISTRICTS		TOTAL	113,213	5,646.09	20.05
DISTRICTS WITH 2,500 - 4,999 STUDENTS					
12	340	LEWISTON	4,778	252.70	18.90
13	055	BLACKFOOT	4,735	222.97	21.20
14	132	CALDWELL	4,732	232.98	20.30
15	321	MADISON	4,416	193.94	22.80
16	251	JEFFERSON COUNTY	4,089	183.12	22.30
17	193	MOUNTAIN HOME	4,060	217.97	18.60
18	273	POST FALLS	3,353	163.17	20.50
19	261	JEROME	2,920	132.43	22.00
20	272	LAKELAND	2,905	141.18	20.60
21	215	FREMONT COUNTY	2,855	136.62	20.90
22	139	VALLIVUE SCHOOL	2,823	139.90	20.20
23	281	MOSCOW	2,702	162.66	16.60
24	221	EMMETT	2,675	125.63	21.30
25	052	SNAKE RIVER	2,559	114.30	22.40
26	061	BLAINE COUNTY	2,510	159.54	15.70
15 DISTRICTS		TOTAL	52,112	2,579.11	20.21
DISTRICTS WITH 1,000 - 2,499 STUDENTS					
27	060	SHELLEY	2,438	107.17	22.70
28	201	PRESTON	2,247	101.45	22.10
29	003	KUNA	2,245	103.60	21.70
30	241	GRANGEVILLE	2,092	117.83	17.80
31	134	MIDDLETON	1,841	96.91	19.00
32	033	BEAR LAKE COUNTY	1,792	80.86	22.20
33	101	BOUNDARY COUNTY	1,743	84.62	20.60
34	371	PAYETTE	1,731	84.42	20.50
35	431	WEISER	1,704	81.83	20.80
36	021	MARSH VALLEY	1,686	88.17	19.10
37	171	OROFINO	1,683	102.17	16.50
38	391	KELLOGG	1,659	94.28	17.60
39	381	AMERICAN FALLS	1,658	93.01	17.80
40	412	BUHL	1,624	77.46	21.00
41	322	SUGAR-SALEM	1,554	74.57	20.80
42	150	SODA SPRINGS	1,345	61.56	21.80
43	291	SALMON	1,309	63.50	20.60
44	041	ST. MARIES	1,307	66.78	19.60
45	373	FRUITLAND	1,207	64.14	18.80
46	421	MC CALL-DONNELLY	1,205	66.82	18.00
47	413	FILER	1,181	62.49	18.90
48	231	GOODING	1,165	60.77	19.20
49	059	FIRTH	1,124	54.13	20.80
50	414	KIMBERLY	1,116	64.81	17.20
51	370	HOMEDALE	1,070	58.59	18.30
52	351	ONEIDA COUNTY	1,009	50.89	19.80
53	401	TETON COUNTY	1,000	58.10	17.20
27 DISTRICTS		TOTAL	41,735	2,120.93	19.68

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT TEACHER RATIO d/e (f)
DISTRICTS WITH 500 - 999 STUDENTS					
54	058	ABERDEEN	942	48.92	19.30
55	232	WENDELL	933	43.99	21.20
56	137	PARMA	930	48.07	19.30
57	372	NEW PLYMOUTH	864	46.53	18.60
58	393	WALLACE	836	57.17	14.60
59	253	WEST JEFFERSON	765	37.69	20.30
60	252	RIRIE	752	33.11	22.70
61	111	BUTTE COUNTY	735	37.46	19.60
62	148	GRACE	710	37.10	19.10
63	262	VALLEY	695	33.64	20.70
64	363	MARSING	682	38.19	17.90
65	181	CHALLIS	659	37.24	17.70
66	192	GLENNS FERRY	657	36.86	17.80
67	286	WHITEPINE	657	47.32	13.90
68	304	KAMIAH	657	36.35	18.10
69	136	MELBA	641	35.37	18.10
70	285	POTLATCH	638	38.03	16.80
71	202	WEST SIDE	595	30.66	19.40
72	365	BRUNEAU-GRAND VIEW	583	34.32	17.00
73	341	LAPWAI	556	36.89	15.10
74	044	PLUMMER-WORLEY	520	31.53	16.50
75	242	COTTONWOOD	509	31.94	15.90
22 DISTRICTS		TOTAL	15,516	858.38	18.08
DISTRICTS WITH 1 - 499 STUDENTS					
76	133	WILDER	466	29.84	15.60
77	312	SHOSHONE	440	28.40	15.50
78	233	HAGERMAN	407	21.83	18.60
79	013	COUNCIL	397	27.50	14.40
80	422	CASCADE	372	24.30	15.30
81	415	HANSEN	370	22.94	16.10
82	135	NOTUS	344	21.77	15.80
83	343	TAMMANY ELEMENTARY	344	16.75	20.50
84	283	KENDRICK	340	21.17	16.10
85	417	CASTLEFORD	333	20.93	15.90
86	305	HIGHLAND	323	20.28	15.90
87	282	GENESEE	307	20.92	14.70
88	418	MURTAUGH	304	20.22	15.00
89	073	HORSESHOE BEND	303	21.00	14.40
90	274	KOOTENAI	289	20.10	14.40
91	432	CAMBRIDGE	289	20.52	14.10
92	182	MACKAY	288	18.56	15.50
93	072	BASIN ELEMENTARY	261	12.50	20.90
94	071	GARDEN VALLEY	258	18.34	14.10
95	011	MEADOWS VALLEY	233	16.22	14.40
96	149	NORTH GEM	228	16.86	13.50
97	316	RICHFIELD	221	18.00	12.30
98	234	BLISS	214	14.80	14.50
99	392	MULLAN	213	19.66	10.80
100	161	CLARK COUNTY	197	15.74	12.50
101	314	DIETRICH	197	15.42	12.80
102	121	CAMAS COUNTY	194	16.85	11.50
103	342	CULDESAC	181	14.16	12.80
104	382	ROCKLAND	177	13.65	13.00
105	302	NEZPERCE	175	15.69	11.20
106	292	SOUTH LEMHI	131	12.80	10.20
107	433	MIDVALE	97	12.14	8.00
108	092	SWAN VALLEY ELEMENT	87	4.00	21.80
109	394	AVERY	45	3.60	12.50
110	364	PLEASANT VALLEY ELEM	30	2.00	15.00
111	383	ARBON ELEMENTARY	21	2.00	10.50
112	191	PRAIRIE ELEMENTARY	8	1.00	8.00
113	416	THREE CREEK ELEMENT	8	1.00	8.00
38 DISTRICTS		TOTAL	9,092	623.46	14.58
113 DISTRICTS		STATEWIDE TOTALS	231,668	11,827.97	19.59

* "Number of Teachers" in this report includes Head Teachers.

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FTE EMPLOYEE TOTAL	FTE NUMBER MEN	FTE NUMBER WOMEN	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
	(a)	(b)	(c)			
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	90.63	88.63	2.00	97.79%	2.21%	0.67%
ASST. SUPERINTENDENT	23.67	20.50	3.17	86.61%	13.39%	0.17%
DIRECTOR	119.47	78.99	40.48	66.12%	33.88%	0.88%
SUPERVISOR/COORDINATOR	77.69	45.00	32.69	57.92%	42.08%	0.57%
PRINCIPAL-ELEMENTARY	281.54	181.07	100.47	64.31%	35.69%	2.07%
PRINCIPAL-SECONDARY	174.39	155.32	19.07	89.06%	10.94%	1.28%
ASSISTANT PRINCIPAL	130.43	101.73	28.70	78.00%	22.00%	0.96%
TEACHER-ELEMENTARY	6,234.13	785.77	5,448.36	12.60%	87.40%	45.75%
TEACHER-SECONDARY	5,588.05	2,886.51	2,701.54	51.66%	48.34%	41.01%
HEAD TEACHER	5.79	3.54	2.25	61.14%	38.86%	0.04%
EDUCATION MEDIA GENERALIST	169.79	27.23	142.56	16.04%	83.96%	1.25%
COUNSELOR	374.43	164.07	210.36	43.82%	56.18%	2.75%
PSYCHOLOGICAL EXAMINER	12.96	4.43	8.53	34.18%	65.82%	0.10%
SCHOOL PSYCHOLOGIST	93.46	54.86	38.60	58.70%	41.30%	0.69%
SPEECH/LANGUAGE PATHOLOGIST	146.17	12.19	133.98	8.34%	91.66%	1.07%
AUDIOLOGIST	5.90	4.50	1.40	76.27%	23.73%	0.04%
SCHOOL SOCIAL WORKER	39.91	18.15	21.76	45.48%	54.52%	0.29%
SCHOOL NURSE	55.38	0.00	55.38	0.00%	100.00%	0.41%
OCCUPATIONAL/PHYSICAL THERAPIST	1.42	0.14	1.28	9.86%	90.14%	0.01%
TOTAL	13,625.21	4,632.63	8,992.58	34.00%	66.00%	100.00%

ACTIVITY GROUPS	FTE EMPLOYEE TOTAL	FTE NUMBER MEN	FTE NUMBER WOMEN	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
	(a)	(b)	(c)			
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	311.46	233.12	78.34	74.85%	25.15%	2.29%
SCHOOL ADMINISTRATION	592.15	441.66	150.49	74.59%	25.41%	4.35%
STUDENT SERVICES	899.42	285.57	613.85	31.75%	68.25%	6.60%
INSTRUCTIONAL SERVICES	11,822.18	3,672.28	8,149.90	31.06%	68.94%	86.77%
TOTAL	13,625.21	4,632.63	8,992.58	34.00%	66.00%	100.00%

**NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS**

ACTIVITY CLASSIFICATIONS	STATEWIDE TOTALS (113 DISTRICTS)		DISTRICTS WITH 5000+ STUDENTS (11 DISTRICTS)		DISTRICTS WITH 2500-4999 STUDENTS (15 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	90.63	0.67%	11.00	0.08%	14.50	0.11%
ASST. SUPERINTENDENT	23.67	0.17%	12.67	0.09%	8.00	0.06%
DIRECTOR	119.47	0.88%	46.38	0.34%	29.05	0.21%
SUPERVISOR/COORDINATOR	77.69	0.57%	55.17	0.40%	9.17	0.07%
PRINCIPAL-ELEMENTARY	281.54	2.07%	133.93	0.98%	65.99	0.48%
PRINCIPAL-SECONDARY	174.39	1.28%	54.29	0.40%	34.14	0.25%
ASSISTANT PRINCIPAL	130.43	0.96%	89.15	0.65%	31.41	0.23%
TEACHER-ELEMENTARY	6,234.13	45.75%	3,054.92	22.42%	1,382.75	10.15%
TEACHER-SECONDARY	5,588.05	41.01%	2,590.17	19.01%	1,194.31	8.77%
HEAD TEACHER	5.79	0.04%	1.00	0.01%	2.05	0.02%
EDUCATION MEDIA GENERALIST	169.79	1.25%	61.57	0.45%	33.87	0.25%
COUNSELOR	374.43	2.75%	187.50	1.38%	82.79	0.61%
PSYCHOLOGICAL EXAMINER	12.96	0.10%	6.82	0.05%	3.75	0.03%
SCHOOL PSYCHOLOGIST	93.46	0.69%	46.82	0.34%	20.65	0.15%
SPEECH/LANGUAGE PATHOLOGIST	146.17	1.07%	79.16	0.58%	29.33	0.22%
AUDIOLOGIST	5.90	0.04%	4.50	0.03%	0.40	0.00%
SCHOOL SOCIAL WORKER	39.91	0.29%	25.10	0.18%	10.15	0.07%
SCHOOL NURSE	55.38	0.41%	44.28	0.32%	4.50	0.03%
OCCUPATIONAL/PHYSICAL THERAPIST	1.42	0.01%	0.00	0.00%	0.42	0.00%
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	311.46	2.29%	125.22	0.92%	60.72	0.45%
SCHOOL ADMINISTRATION	592.15	4.35%	278.37	2.04%	133.59	0.98%
STUDENT SERVICES	899.42	6.60%	455.75	3.34%	185.86	1.36%
INSTRUCTIONAL SERVICES	11,822.18	86.77%	5,645.09	41.43%	2,577.06	18.91%
TOTAL	13,625.21	100.00%	6,504.43	47.74%	2,957.23	21.70%

ACTIVITY CLASSIFICATIONS	DISTRICTS WITH 1000-2499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (21 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (38 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	24.75	0.18%	19.56	0.14%	20.82	0.15%
ASST. SUPERINTENDENT	3.00	0.02%	0.00	0.00%	0.00	0.00%
DIRECTOR	27.13	0.20%	12.78	0.09%	4.13	0.03%
SUPERVISOR/COORDINATOR	8.73	0.06%	3.56	0.03%	1.06	0.01%
PRINCIPAL-ELEMENTARY	49.33	0.36%	23.22	0.17%	9.07	0.07%
PRINCIPAL-SECONDARY	47.52	0.35%	24.12	0.18%	14.32	0.11%
ASSISTANT PRINCIPAL	8.90	0.07%	0.97	0.01%	0.00	0.00%
TEACHER-ELEMENTARY	1,075.82	7.90%	416.65	3.06%	303.99	2.23%
TEACHER-SECONDARY	1,043.96	7.66%	441.36	3.24%	318.25	2.34%
HEAD TEACHER	1.15	0.01%	0.37	0.00%	1.22	0.01%
EDUCATION MEDIA GENERALIST	41.87	0.31%	18.77	0.14%	13.71	0.10%
COUNSELOR	63.81	0.47%	25.28	0.19%	15.05	0.11%
PSYCHOLOGICAL EXAMINER	0.85	0.01%	0.30	0.00%	1.24	0.01%
SCHOOL PSYCHOLOGIST	18.24	0.13%	5.24	0.04%	2.51	0.02%
SPEECH/LANGUAGE PATHOLOGIST	26.83	0.20%	6.25	0.05%	4.60	0.03%
AUDIOLOGIST	0.00	0.00%	1.00	0.01%	0.00	0.00%
SCHOOL SOCIAL WORKER	4.66	0.03%	0.00	0.00%	0.00	0.00%
SCHOOL NURSE	4.00	0.03%	2.60	0.02%	0.00	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	1.00	0.01%	0.00	0.00%	0.00	0.00%
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	63.61	0.47%	35.90	0.26%	26.01	0.19%
SCHOOL ADMINISTRATION	106.90	0.78%	48.68	0.36%	24.61	0.18%
STUDENT SERVICES	161.26	1.18%	59.44	0.44%	37.11	0.27%
INSTRUCTIONAL SERVICES	2,119.78	15.56%	858.01	6.30%	622.24	4.57%
TOTAL	2,451.55	17.99%	1,002.03	7.35%	709.97	5.21%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "FTE" by 13,802.84; the statewide total FTE.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
19 ACTIVITY CLASSIFICATIONS				
SUPERINTENDENT	105	90.63	\$5,006,720	\$55,244
ASST. SUPERINTENDENT	25	23.67	1,343,136	56,744
DIRECTOR	203	119.47	5,053,304	42,298
SUPERVISOR/COORDINATOR	113	77.69	3,205,553	41,261
PRINCIPAL-ELEMENTARY	302	281.54	12,371,581	43,943
PRINCIPAL-SECONDARY	192	174.39	8,015,315	45,962
ASSISTANT PRINCIPAL	148	130.43	5,585,994	42,828
TEACHER-ELEMENTARY	6,621	6,234.13	167,093,918	26,803
TEACHER-SECONDARY	6,160	5,588.05	152,232,652	27,243
HEAD TEACHER	13	5.79	166,810	28,810
EDUCATION MEDIA GENERALIST	204	169.79	4,952,924	29,171
COUNSELOR	412	374.43	11,905,955	31,798
PSYCHOLOGICAL EXAMINER	16	12.96	396,716	30,611
SCHOOL PSYCHOLOGIST	104	93.46	3,266,607	34,952
SPEECH/LANGUAGE PATHOLOGIST	161	146.17	4,295,146	29,385
AUDIOLOGIST	7	5.90	179,172	30,368
SCHOOL SOCIAL WORKER	41	39.91	1,242,458	31,131
SCHOOL NURSE	59	55.38	1,361,356	24,582
OCCUPATIONAL/PHYSICAL THERAPIST	3	1.42	37,036	26,082
TOTAL	14,889	13,625.21	\$387,712,353	\$28,456

ACTIVITY GROUPS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
4 ACTIVITY GROUPS				
DISTRICT ADMINISTRATION	446	311.46	\$14,608,713	\$46,904
SCHOOL ADMINISTRATION	655	592.15	26,139,700	44,144
STUDENT SERVICES	1,007	899.42	27,637,370	30,728
INSTRUCTIONAL SERVICES	12,781	11,822.18	319,326,570	27,011
TOTAL	14,889	13,625.21	\$387,712,353	\$28,456

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$5,042,352	88.63	2.00	\$55,244	\$55,264	\$54,347	\$55,637	\$55,653	\$54,929
ASST. SUPERINTENDENT	1,349,227	20.50	3.17	56,744	57,000	55,093	57,002	57,259	55,334
DIRECTOR	5,296,208	78.99	40.48	42,298	43,300	40,342	44,331	45,741	41,579
SUPERVISOR/COORDINATOR	3,284,811	45.00	32.69	41,261	43,375	38,351	42,281	44,304	39,496
PRINCIPAL-ELEMENTARY	12,578,370	181.07	100.47	43,943	44,377	43,160	44,677	45,137	43,848
PRINCIPAL-SECONDARY	8,197,975	155.32	19.07	45,962	46,089	44,927	47,009	47,184	45,589
ASSISTANT PRINCIPAL	5,671,909	101.73	28.70	42,828	43,575	40,179	43,486	44,259	40,746
TEACHER-ELEMENTARY	169,020,061	785.77	5,448.36	26,803	27,642	26,682	27,112	28,472	26,916
TEACHER-SECONDARY	159,551,232	2,886.51	2,701.54	27,243	27,961	26,474	28,552	29,786	27,234
HEAD TEACHER	177,443	3.54	2.25	28,810	29,240	28,133	30,646	31,268	29,668
EDUCATION MEDIA GENERALIST	5,068,085	27.23	142.56	29,171	31,172	28,789	29,849	32,276	29,386
COUNSELOR	12,314,209	164.07	210.36	31,798	32,891	30,945	32,888	34,398	31,710
PSYCHOLOGICAL EXAMINER	406,344	4.43	8.53	30,611	32,227	29,771	31,354	32,733	30,638
SCHOOL PSYCHOLOGIST	3,387,316	54.86	38.60	34,952	35,995	33,470	36,243	37,530	34,415
SPEECH/LANGUAGE PATHOLOGIST	4,394,121	12.19	133.98	29,385	36,178	28,767	30,062	37,154	29,416
AUDIOLOGIST	179,772	4.50	1.40	30,368	32,210	24,448	30,470	32,343	24,448
SCHOOL SOCIAL WORKER	1,250,911	18.15	21.76	31,131	31,556	30,777	31,343	31,772	30,986
SCHOOL NURSE	1,364,289	0.00	55.38	24,582	0	24,582	24,635	0	24,635
OCCUPATIONAL/PHYSICAL THERAPIST	37,772	0.14	1.28	26,082	18,707	26,888	26,600	19,943	27,328
TOTALS	\$398,572,407	4,632.63	8,992.58						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$14,972,598	233.12	78.34	\$46,904	\$49,068	\$40,466	\$48,072	\$50,245	\$41,607
SCHOOL ADMINISTRATION	26,625,697	441.66	150.49	44,144	44,673	42,591	44,964	45,544	43,265
STUDENT SERVICES	28,402,819	285.57	613.85	30,728	33,351	29,508	31,579	34,683	30,135
INSTRUCTIONAL SERVICES	328,571,293	3,672.28	8,149.90	27,011	27,893	26,613	27,793	29,505	27,021

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (e)	MEN (f)	WOMEN (g)	ALL (h)	MEN (i)	WOMEN (j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$773,993	11.00	0.00	\$69,954	\$69,954	\$0	\$70,363	\$70,363	\$0
ASST. SUPERINTENDENT	763,182	12.50	0.17	60,175	60,437	40,894	60,235	60,437	45,376
DIRECTOR	2,308,767	32.33	14.05	48,397	48,366	48,467	49,779	50,062	49,130
SUPERVISOR/COORDINATOR	2,487,750	31.68	23.49	44,393	47,065	40,789	45,092	47,721	41,547
PRINCIPAL-ELEMENTARY	6,305,578	75.43	58.50	46,576	47,143	45,845	47,081	47,775	46,186
PRINCIPAL-SECONDARY	2,777,305	43.56	10.73	50,093	50,533	48,310	51,157	51,655	49,136
ASSISTANT PRINCIPAL	3,900,043	66.46	22.69	43,218	44,185	40,385	43,747	44,700	40,954
TEACHER-ELEMENTARY	84,826,765	344.32	2,710.60	27,640	29,198	27,442	27,767	29,811	27,508
TEACHER-SECONDARY	75,125,087	1,235.65	1,354.52	27,925	29,089	26,863	29,004	30,732	27,428
HEAD TEACHER	31,048	1.00	0.00	28,224	28,224	0	31,048	31,048	0
EDUCATION MEDIA GENERALIST	1,879,547	8.58	52.99	30,328	33,625	29,794	30,527	33,718	30,010
COUNSELOR	6,351,949	70.85	116.65	33,167	34,654	32,264	33,877	35,584	32,841
PSYCHOLOGICAL EXAMINER	201,152	2.00	4.82	29,494	30,736	28,979	29,494	30,736	28,979
SCHOOL PSYCHOLOGIST	1,802,659	28.00	18.82	37,349	38,036	36,328	38,502	39,311	37,298
SPEECH/LANGUAGE PATHOLOGIST	2,373,301	6.39	72.77	29,596	38,629	28,803	29,981	38,911	29,197
AUDIOLOGIST	141,799	3.50	1.00	31,378	32,945	25,893	31,511	33,116	25,893
SCHOOL SOCIAL WORKER	813,783	10.00	15.10	32,354	33,603	31,527	32,422	33,603	31,639
SCHOOL NURSE	1,146,813	0.00	44.28	25,840	0	25,840	25,899	0	25,899
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$194,010,521	1,983.25	4,521.18						
4 ACTIVITY CLASSIFICATIONS									
DISTRICT ADMINISTRATION	\$6,333,692	87.51	37.71	\$49,718	\$52,333	\$43,650	\$50,581	\$53,248	\$44,390
SCHOOL ADMINISTRATION	13,013,974	186.45	91.92	46,121	46,779	44,785	46,751	47,496	45,239
STUDENT SERVICES	14,711,003	129.32	326.43	31,764	35,326	30,352	32,279	36,136	30,750
INSTRUCTIONAL SERVICES	159,951,852	1,579.97	4,065.12	27,771	29,113	27,249	28,335	30,531	27,481

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (15 DISTRICTS)

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$916,747	13.50	1.00	\$62,938	\$63,055	\$61,357	\$63,224	\$63,362	\$61,357
ASST. SUPERINTENDENT	440,197	5.00	3.00	54,359	53,435	55,898	55,025	54,501	55,898
DIRECTOR	1,313,393	17.75	11.30	43,686	47,473	37,738	45,211	48,917	39,391
SUPERVISOR/COORDINATOR	351,469	4.14	5.03	35,981	39,971	32,697	38,328	42,418	34,962
PRINCIPAL-ELEMENTARY	2,908,957	46.99	19.00	43,341	44,051	41,587	44,082	44,645	42,688
PRINCIPAL-SECONDARY	1,679,979	32.14	2.00	48,571	48,751	45,681	49,209	49,428	45,681
ASSISTANT PRINCIPAL	1,361,595	28.16	3.25	42,755	42,765	42,672	43,349	43,427	42,672
TEACHER-ELEMENTARY	38,200,199	166.60	1,216.15	26,962	27,296	26,917	27,626	28,461	27,512
TEACHER-SECONDARY	35,025,531	631.20	563.11	27,760	28,434	27,005	29,327	30,411	28,111
HEAD TEACHER	64,146	1.00	1.05	30,375	34,000	26,923	31,291	35,074	27,688
EDUCATION MEDIA GENERALIST	1,109,892	5.13	28.74	31,747	33,273	31,474	32,769	35,184	32,338
COUNSELOR	2,786,897	37.66	45.13	32,193	33,374	31,206	33,662	35,120	32,446
PSYCHOLOGICAL EXAMINER	130,458	1.00	2.75	33,853	40,924	31,281	34,789	40,924	32,558
SCHOOL PSYCHOLOGIST	700,747	10.00	10.65	32,367	34,545	30,321	33,934	36,374	31,643
SPEECH/LANGUAGE PATHOLOGIST	933,599	2.35	26.98	30,392	36,551	29,855	31,831	40,274	31,095
AUDIOLOGIST	8,334	0.00	0.40	20,835	0	20,835	20,835	0	20,835
SCHOOL SOCIAL WORKER	298,685	5.15	5.00	28,906	27,652	30,197	29,427	28,413	30,472
SCHOOL NURSE	89,426	0.00	4.50	19,802	0	19,802	19,872	0	19,872
OCCUPATIONAL/PHYSICAL THERAPIST	10,078	0.14	0.28	22,998	18,707	25,143	23,995	19,943	26,021
TOTALS	\$88,330,329	1,007.91	1,949.32						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$3,021,806	40.39	20.33	\$48,526	\$52,650	\$40,332	\$49,766	\$53,770	\$41,811
SCHOOL ADMINISTRATION	6,014,677	108.29	25.30	44,341	45,019	41,442	45,023	45,660	42,300
STUDENT SERVICES	6,068,116	61.43	124.43	31,355	33,288	30,401	32,649	35,024	31,476
INSTRUCTIONAL SERVICES	73,225,730	797.80	1,779.26	27,332	28,196	26,944	28,414	30,004	27,702

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (27 DISTRICTS)

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,381,622	24.25	0.50	\$55,445	\$55,601	\$47,856	\$55,823	\$55,939	\$50,184
ASST. SUPERINTENDENT	145,848	3.00	0.00	48,616	48,616	0	48,616	48,616	0
DIRECTOR	1,066,039	16.86	10.27	36,137	35,121	37,804	39,294	39,462	39,018
SUPERVISOR/COORDINATOR	285,503	5.81	2.92	31,190	32,251	29,079	32,704	33,772	30,577
PRINCIPAL-ELEMENTARY	2,050,646	35.08	14.25	40,551	41,665	37,809	41,570	42,535	39,195
PRINCIPAL-SECONDARY	2,153,118	44.52	3.00	43,933	44,094	41,540	45,310	45,522	42,163
ASSISTANT PRINCIPAL	360,809	6.78	2.12	38,955	39,653	36,722	40,540	41,270	38,206
TEACHER-ELEMENTARY	27,789,242	141.56	934.26	25,608	26,837	25,422	25,831	27,682	25,550
TEACHER-SECONDARY	28,994,701	592.42	451.54	26,385	26,807	25,830	27,774	28,721	26,531
HEAD TEACHER	34,819	0.65	0.50	29,015	28,202	30,072	30,277	29,402	31,416
EDUCATION MEDIA GENERALIST	1,194,719	7.98	33.89	27,803	31,032	27,042	28,534	32,679	27,558
COUNSELOR	1,964,060	32.93	30.88	29,338	30,897	27,675	30,780	33,069	28,339
PSYCHOLOGICAL EXAMINER	29,880	0.85	0.00	32,520	32,520	0	35,153	35,153	0
SCHOOL PSYCHOLOGIST	620,406	9.45	8.79	32,741	33,901	31,493	34,013	35,924	31,959
SPEECH/LANGUAGE PATHOLOGIST	812,589	1.00	25.83	29,556	29,639	29,553	30,287	29,639	30,312
AUDILOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	138,443	3.00	1.66	29,395	31,435	25,708	29,709	31,435	26,589
SCHOOL NURSE	93,979	0.00	4.00	23,495	0	23,495	23,495	0	23,495
OCCUPATIONAL/PHYSICAL THERAPIST	27,694	0.00	1.00	27,377	0	27,377	27,694	0	27,694
TOTALS	\$69,144,117	926.14	1,525.41						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$2,879,012	49.92	13.69	\$43,559	\$45,547	\$36,311	\$45,260	\$47,354	\$37,625
SCHOOL ADMINISTRATION	4,599,392	87.03	19.87	41,798	42,651	38,062	43,025	43,866	39,342
STUDENT SERVICES	4,881,770	55.21	106.05	29,222	31,462	28,055	30,273	33,382	28,654
INSTRUCTIONAL SERVICES	56,783,943	733.98	1,385.80	25,991	26,813	25,555	26,788	28,520	25,870

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$987,964	19.56	0.00	\$50,038	\$50,038	\$0	\$50,509	\$50,509	\$0
ASST. SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	470,638	8.91	3.87	34,534	36,862	29,174	36,826	39,430	30,832
SUPERVISOR/COORDINATOR	121,118	2.75	0.81	32,683	32,015	34,948	34,022	32,461	39,321
PRINCIPAL-ELEMENTARY	936,576	17.75	5.47	38,861	39,114	38,039	40,335	40,612	39,435
PRINCIPAL-SECONDARY	1,012,939	21.78	2.34	40,746	41,111	37,350	41,996	42,414	38,104
ASSISTANT PRINCIPAL	49,462	0.33	0.64	44,814	70,303	31,672	50,992	87,812	32,006
TEACHER-ELEMENTARY	10,791,081	69.57	347.08	25,377	25,575	25,337	25,900	26,634	25,752
TEACHER-SECONDARY	12,296,758	249.35	192.01	26,154	26,508	25,695	27,861	28,586	26,920
HEAD TEACHER	12,445	0.17	0.20	32,338	32,629	32,090	33,635	32,629	34,490
EDUCATION MEDIA GENERALIST	530,847	1.26	17.51	26,693	29,965	26,458	28,282	31,844	28,025
COUNSELOR	770,529	14.27	11.01	28,797	30,016	27,218	30,480	32,069	28,420
PSYCHOLOGICAL EXAMINER	14,126	0.00	0.30	40,620	0	40,620	47,087	0	47,087
SCHOOL PSYCHOLOGIST	168,769	5.24	0.00	30,090	30,090	0	32,208	32,208	0
SPEECH/LANGUAGE PATHOLOGIST	179,427	2.25	4.00	27,791	32,514	25,135	28,708	32,848	26,380
AUDIOLOGIST	29,639	1.00	0.00	29,639	29,639	0	29,639	29,639	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	34,071	0.00	2.60	13,104	0	13,104	13,104	0	13,104
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$28,406,389	414.19	587.84						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$1,579,720	31.22	4.68	\$42,798	\$44,690	\$30,173	\$44,003	\$45,758	\$32,301
SCHOOL ADMINISTRATION	2,011,422	40.03	8.65	39,864	40,430	37,244	41,319	41,948	38,411
STUDENT SERVICES	1,727,408	24.02	35.42	27,528	30,248	25,684	29,061	32,059	27,028
INSTRUCTIONAL SERVICES	23,087,839	318.92	539.09	25,777	26,305	25,465	26,909	28,160	26,168

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (38 DISTRICTS)

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (e)	MEN (f)	WOMEN (g)	ALL (h)	MEN (i)	WOMEN (j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$982,026	20.32	0.50	\$46,763	\$46,762	\$46,818	\$47,167	\$47,176	\$46,818
ASST. SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	137,371	3.14	0.99	28,535	29,733	24,733	33,262	34,929	27,974
SUPERVISOR/COORDINATOR	38,971	0.62	0.44	35,658	32,142	40,611	36,765	33,526	41,330
PRINCIPAL-ELEMENTARY	376,613	5.82	3.25	40,885	43,548	36,114	41,523	44,403	36,366
PRINCIPAL-SECONDARY	574,634	13.32	1.00	39,597	39,942	35,000	40,128	40,503	35,131
ASSISTANT PRINCIPAL	0	0.00	0.00	0	0	0	0	0	0
TEACHER-ELEMENTARY	7,412,774	63.72	240.27	23,849	24,180	23,761	24,385	25,037	24,212
TEACHER-SECONDARY	8,109,155	177.89	140.36	24,069	24,331	23,737	25,480	26,220	24,543
HEAD TEACHER	34,985	0.72	0.50	25,398	24,179	27,152	28,676	27,651	30,152
EDUCATION MEDIA GENERALIST	353,080	4.28	9.43	25,183	24,354	25,559	25,753	25,271	25,972
COUNSELOR	440,774	8.36	6.69	28,029	28,536	27,396	29,287	30,307	28,013
PSYCHOLOGICAL EXAMINER	30,728	0.58	0.66	23,216	21,947	24,332	24,781	21,947	27,271
SCHOOL PSYCHOLOGIST	94,735	2.17	0.34	37,719	39,717	24,971	37,743	39,717	25,147
SPEECH/LANGUAGE PATHOLOGIST	95,205	0.20	4.40	20,491	27,395	20,177	20,697	30,395	20,256
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	0	0.00	0.00	0	0	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$18,681,051	301.14	408.83						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$1,158,368	24.08	1.93	\$43,416	\$44,165	\$34,075	\$44,535	\$45,228	\$35,901
SCHOOL ADMINISTRATION	986,232	19.86	4.75	39,367	40,427	34,936	40,074	41,180	35,452
STUDENT SERVICES	1,014,522	15.59	21.52	26,538	28,684	24,983	27,338	29,925	25,465
INSTRUCTIONAL SERVICES	15,521,929	241.61	380.63	23,962	24,291	23,752	24,945	25,908	24,334

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

FOR

ACTIVITY GROUPS IN MEMBERSHIP SIZE GROUPS

MEMBERSHIP SIZE GROUP	STUDENT MEMBERSHIP	% OF STATE TOTAL	4 ACTIVITY GROUPS	TOTAL SALARY W/EXTRA PAY	EXPENDITURE PER STUDENT Equals Total Salary/Student Membership
(a)	(b)	(c)	(d)	(e)	(f)
1 - 499	9,092	3.92%	DISTRICT ADMINISTRATION	\$1,158,368	\$127
			SCHOOL ADMINISTRATION	986,232	108
			STUDENT SERVICES	1,014,522	112
			INSTRUCTIONAL SERVICES	15,521,929	1,707
			TOTAL CERTIFIED	\$18,681,051	\$2,054
500 - 999	15,516	6.70%	DISTRICT ADMINISTRATION	\$1,579,720	\$102
			SCHOOL ADMINISTRATION	2,011,422	130
			STUDENT SERVICES	1,727,408	111
			INSTRUCTIONAL SERVICES	23,087,839	1,488
			TOTAL CERTIFIED	\$28,406,389	\$1,831
1000 - 2499	41,735	18.02%	DISTRICT ADMINISTRATION	\$2,879,012	\$69
			SCHOOL ADMINISTRATION	4,599,392	110
			STUDENT SERVICES	4,881,770	117
			INSTRUCTIONAL SERVICES	56,783,943	1,361
			TOTAL CERTIFIED	\$69,144,117	\$1,657
2500 - 4999	52,112	22.49%	DISTRICT ADMINISTRATION	\$3,021,806	\$58
			SCHOOL ADMINISTRATION	6,014,677	115
			STUDENT SERVICES	6,068,116	116
			INSTRUCTIONAL SERVICES	73,225,730	1,405
			TOTAL CERTIFIED	\$88,330,329	\$1,694
5000+	113,213	48.87%	DISTRICT ADMINISTRATION	\$6,333,692	\$56
			SCHOOL ADMINISTRATION	13,013,974	115
			STUDENT SERVICES	14,711,003	130
			INSTRUCTIONAL SERVICES	159,951,852	1,413
			TOTAL CERTIFIED	\$194,010,521	\$1,714
STATEWIDE	231,668	100.00%	DISTRICT ADMINISTRATION	\$14,972,598	\$65
			SCHOOL ADMINISTRATION	26,625,697	115
			STUDENT SERVICES	28,402,819	123
			INSTRUCTIONAL SERVICES	328,571,293	1,418
			TOTAL CERTIFIED	\$398,572,407	\$1,721

**EXPERIENCE LEVELS OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY *****

ACTIVITY CLASSIFICATIONS	FIRST YEAR	2-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-30 YEARS	31 + YEARS	TOTAL STAFF
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.39	1.50	0.00	3.50	16.36	38.85	30.03	90.63
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.17	3.00	13.00	7.50	23.67
DIRECTOR	0.00	5.80	4.47	17.11	33.61	44.38	14.10	119.47
SUPERVISOR/COORDINATOR	1.20	4.00	7.82	11.58	18.56	26.03	8.50	77.69
PRINCIPAL-ELEMENTARY	1.00	2.00	21.42	44.79	72.75	113.69	25.89	281.54
PRINCIPAL-SECONDARY	2.61	1.50	10.38	13.46	43.80	78.60	24.04	174.39
ASSISTANT PRINCIPAL	3.00	2.22	12.96	24.78	27.92	44.81	14.74	130.43
TEACHER-ELEMENTARY	297.17	1,327.95	1,182.70	1,149.29	1,121.58	979.17	176.27	6,234.13
TEACHER-SECONDARY	349.47	1,087.67	976.48	836.85	929.62	1,187.99	219.97	5,588.05
HEAD TEACHER	1.00	0.13	0.31	1.73	1.42	1.00	0.20	5.79
EDUCATION MEDIA GENERALIST	1.66	18.93	31.09	21.98	26.43	54.15	15.55	169.79
COUNSELOR	10.61	37.67	50.01	63.91	78.34	111.90	21.99	374.43
PSYCHOLOGICAL EXAMINER	1.50	0.96	3.63	2.87	2.00	2.00	0.00	12.96
SCHOOL PSYCHOLOGIST	1.10	11.04	19.11	19.44	13.25	22.69	6.83	93.46
SPEECH/LANGUAGE PATHOLOGIST	6.56	17.73	43.48	30.50	29.62	15.29	2.99	146.17
AUDIOLOGIST	0.00	1.40	1.00	0.00	3.00	0.00	0.50	5.90
SCHOOL SOCIAL WORKER	1.00	9.66	14.10	5.00	7.15	3.00	0.00	39.91
SCHOOL NURSE	6.33	13.67	13.28	10.50	8.00	3.00	0.60	55.38
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	1.14	0.00	0.00	0.28	0.00	0.00	1.42
TOTALS	684.60	2,544.97	2,392.24	2,257.46	2,436.69	2,739.55	569.70	13,625.21
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	1.59	11.30	12.29	32.36	71.53	122.26	60.13	311.46
SCHOOL ADMINISTRATION	7.61	5.85	45.07	84.76	145.89	238.10	64.87	592.15
STUDENT SERVICES	28.76	112.20	175.70	154.20	168.07	212.03	48.46	899.42
INSTRUCTIONAL SERVICES	646.64	2,415.62	2,159.18	1,986.14	2,051.20	2,167.16	396.24	11,822.18

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

**AGE LEVELS OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY *****

ACTIVITY CLASSIFICATIONS	Under 21 YEARS	21-25 YEARS	26-30 YEARS	31-35 YEARS	36-40 YEARS	41-45 YEARS	46-50 YEARS	51-55 YEARS	56-60 YEARS	Over 60 YEARS	TOTAL STAFF
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
19 ACTIVITY CLASSIFICATIONS											
SUPERINTENDENT	0.00	0.00	0.00	0.00	3.50	13.20	15.75	29.64	22.98	5.56	90.63
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	3.00	7.00	4.00	5.67	3.00	23.67
DIRECTOR	0.00	0.00	1.49	3.92	13.56	34.69	31.53	20.81	10.27	3.20	119.47
SUPERVISOR/COORDINATOR	0.00	0.00	2.14	4.01	11.37	28.49	10.19	14.14	5.00	2.35	77.69
PRINCIPAL-ELEMENTARY	0.00	0.00	3.00	11.00	41.09	83.00	56.44	59.79	19.58	7.64	281.54
PRINCIPAL-SECONDARY	0.00	0.00	0.00	6.88	18.76	47.16	37.31	43.08	19.00	2.20	174.39
ASSISTANT PRINCIPAL	0.00	0.00	1.50	9.26	22.44	29.63	36.72	15.64	14.24	1.00	130.43
TEACHER-ELEMENTARY	1.00	283.12	565.20	742.05	1,087.07	1,533.88	956.74	555.96	360.03	149.08	6,234.13
TEACHER-SECONDARY	1.00	254.33	566.92	662.06	861.93	1,322.27	949.41	594.06	285.49	90.58	5,588.05
HEAD TEACHER	0.00	0.00	0.00	0.31	1.85	0.42	1.00	1.51	0.50	0.20	5.79
EDUCATION MEDIA GENERALIST	0.00	0.33	4.56	7.46	8.08	45.46	42.02	24.07	26.09	11.72	169.79
COUNSELOR	0.00	2.70	15.75	19.90	61.48	102.42	66.21	61.32	37.09	7.56	374.43
PSYCHOLOGICAL EXAMINER	0.00	0.00	1.50	0.00	3.26	4.82	1.38	1.00	1.00	0.00	12.96
SCHOOL PSYCHOLOGIST	0.00	0.00	4.69	5.04	13.59	21.80	18.03	12.50	14.40	3.41	93.46
SPEECH/LANGUAGE PATHOLOGIST	0.00	3.10	11.66	29.19	39.51	36.03	11.85	5.60	5.75	3.48	146.17
AUDIOLOGIST	0.00	0.00	1.00	0.00	0.00	3.40	1.00	0.00	0.00	0.50	5.90
SCHOOL SOCIAL WORKER	0.00	0.00	3.26	3.50	9.00	15.15	6.00	3.00	0.00	0.00	39.91
SCHOOL NURSE	0.00	0.00	1.58	5.00	12.00	15.00	10.20	8.00	1.00	2.60	55.38
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	0.00	1.00	0.14	0.28	0.00	0.00	0.00	0.00	1.42
TOTALS	2.00	543.58	1,184.25	1,510.58	2,209.63	3,340.10	2,258.78	1,454.12	828.09	294.08	13,625.21
4 ACTIVITY CLASSIFICATIONS											
DISTRICT ADMINISTRATION	0.00	0.00	3.63	7.93	29.43	79.38	64.47	68.59	43.92	14.11	311.46
SCHOOL ADMINISTRATION	0.00	0.00	4.50	27.45	84.14	160.21	131.47	120.02	53.32	11.04	592.15
STUDENT SERVICES	0.00	6.13	44.00	71.09	147.06	244.36	156.69	115.49	85.33	29.27	899.42
INSTRUCTIONAL SERVICES	2.00	537.45	1,132.12	1,404.11	1,949.00	2,856.15	1,906.15	1,150.02	645.52	239.66	11,822.18

NOTE: The median age group for all certified employees is 41-45 years.

**EDUCATION LEVELS OF CERTIFIED STAFF
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY *****

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL STAFF (h)
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.00	0.00	0.00	47.23	21.98	21.42	0.00	90.63
ASST. SUPERINTENDENT	0.00	0.00	0.17	11.50	4.00	8.00	0.00	23.67
DIRECTOR	0.00	0.00	22.17	71.21	8.83	16.26	1.00	119.47
SUPERVISOR/COORDINATOR	0.00	0.00	19.80	49.89	4.00	4.00	0.00	77.69
PRINCIPAL-ELEMENTARY	0.00	1.00	10.50	235.00	25.24	9.80	0.00	281.54
PRINCIPAL-SECONDARY	0.00	0.00	2.64	143.13	18.12	10.50	0.00	174.39
ASSISTANT PRINCIPAL	0.00	0.00	10.13	109.56	5.74	5.00	0.00	130.43
TEACHER-ELEMENTARY	0.00	1.00	5,063.16	1,153.47	10.00	6.50	0.00	6,234.13
TEACHER-SECONDARY	11.56	4.00	4,079.46	1,436.56	9.40	14.86	32.21	5,588.05
HEAD TEACHER	0.00	0.00	3.61	2.18	0.00	0.00	0.00	5.79
EDUCATION MEDIA GENERALIST	0.00	0.00	117.37	50.42	2.00	0.00	0.00	169.79
COUNSELOR	0.00	0.00	27.92	339.71	4.03	2.77	0.00	374.43
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.82	10.71	1.43	0.00	0.00	12.96
SCHOOL PSYCHOLOGIST	0.00	0.00	0.50	59.43	16.76	15.77	1.00	93.46
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	14.56	131.61	0.00	0.00	0.00	146.17
AUDIOLOGIST	0.00	0.00	0.00	5.90	0.00	0.00	0.00	5.90
SCHOOL SOCIAL WORKER	0.00	0.00	0.00	39.91	0.00	0.00	0.00	39.91
SCHOOL NURSE	0.00	6.33	28.35	12.00	0.00	0.00	8.70	55.38
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	1.42	0.00	0.00	0.00	0.00	1.42
TOTALS	11.56	12.33	9,402.58	3,909.42	131.53	114.88	42.91	13,625.21
PERCENTAGE	0.1%	0.1%	69.0%	28.7%	1.0%	0.8%	0.3%	100.0%
4 ACTIVITY CLASSIFICATIONS								
DISTRICT ADMINISTRATION	0.00	0.00	42.14	179.83	38.81	49.68	1.00	311.46
SCHOOL ADMINISTRATION	0.00	1.00	26.88	489.87	49.10	25.30	0.00	592.15
STUDENT SERVICES	0.00	6.33	190.94	649.69	24.22	18.54	9.70	899.42
INSTRUCTIONAL SERVICES	11.56	5.00	9,142.62	2,590.03	19.40	21.36	32.21	11,822.18

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certificate.

**NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY *****

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	ALBERTSON COLLEGE (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.5	15.7	3.0	26.8	1.0	43.6	90.6	51.88%
ASST. SUPERINTENDENT	1.0	3.2	3.0	4.0	0.0	12.5	23.7	47.26%
DIRECTOR	8.7	20.6	8.9	23.5	6.0	51.9	119.6	56.61%
SUPERVISOR/COORDINATOR	10.1	12.4	3.0	19.7	1.5	31.0	77.7	60.10%
PRINCIPAL-ELEMENTARY	26.5	55.7	29.0	55.3	4.5	110.6	281.6	60.72%
PRINCIPAL-SECONDARY	5.2	35.9	26.9	46.0	2.9	57.6	174.5	66.99%
ASSISTANT PRINCIPAL	4.9	25.9	22.1	31.4	1.0	45.1	130.4	65.41%
TEACHER-ELEMENTARY	1,091.2	1,023.6	194.9	765.4	418.5	2,740.5	6,234.1	56.04%
TEACHER-SECONDARY	780.4	875.1	170.1	966.7	286.7	2,509.1	5,588.1	55.10%
HEAD TEACHER	0.5	0.2	0.0	2.2	0.0	2.9	5.8	50.00%
EDUCATION MEDIA GENERALIST	16.5	27.7	5.7	26.4	8.7	84.8	169.8	50.06%
COUNSELOR	15.7	54.5	102.0	68.2	4.0	130.0	374.4	65.28%
PSYCHOLOGICAL EXAMINER	0.0	4.3	1.0	2.8	0.0	4.9	13.0	62.31%
SCHOOL PSYCHOLOGIST	0.0	20.6	5.5	16.8	1.0	49.6	93.5	46.95%
SPEECH/LANGUAGE PATHOLOGIST	4.3	48.3	1.0	0.0	0.4	92.1	146.1	36.96%
AUDIOLOGIST	0.0	3.4	0.0	0.0	0.0	2.5	5.9	57.63%
SCHOOL SOCIAL WORKER	0.0	0.0	0.0	0.0	0.0	39.9	39.9	0.00%
SCHOOL NURSE	9.3	4.6	3.0	5.0	1.0	32.5	55.4	41.34%
OCCUPATIONAL/PHYSICAL THERAPIST	0.3	0.0	0.0	0.0	0.0	1.1	1.4	21.43%
TOTALS	1,975.1	2,231.7	579.1	2,060.2	737.2	6,042.2	13,625.5	55.66%
PERCENTAGE	14.50%	16.38%	4.25%	15.12%	5.41%	44.34%	100.00%	
4 ACTIVITY CLASSIFICATIONS								
DISTRICT ADMINISTRATION	20.3	51.9	17.9	74.0	8.5	139.0	311.6	55.39%
SCHOOL ADMINISTRATION	37.1	117.7	78.0	134.9	9.4	215.2	592.3	63.67%
STUDENT SERVICES	46.1	163.4	118.2	119.2	15.1	437.4	899.4	51.37%
INSTRUCTIONAL SERVICES	1,871.6	1,898.7	365.0	1,731.1	705.2	5,250.6	11,822.2	55.59%

ETHNIC CATEGORIES OF CERTIFIED STAFF

STATEWIDE SUMMARY

Numbers Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (b)	WOMEN (c)	MEN (d)	WOMEN (e)	MEN (f)	WOMEN (g)	MEN (h)	WOMEN (i)	MEN (j)	WOMEN (k)
19 ACTIVITY CLASSIFICATIONS										
SUPERINTENDENT	100	3	0	0	2	0	0	0	0	0
ASST. SUPERINTENDENT	21	4	0	0	0	0	0	0	0	0
DIRECTOR	142	56	0	0	2	1	0	0	0	2
SUPERVISOR/COORDINATOR	61	47	0	0	2	1	1	0	0	1
PRINCIPAL-ELEMENTARY	192	106	0	0	2	0	0	1	1	0
PRINCIPAL-SECONDARY	168	20	0	0	0	0	1	0	2	1
ASSISTANT PRINCIPAL	110	33	0	0	2	0	1	0	1	1
TEACHER-ELEMENTARY	877	5,621	0	3	8	53	6	41	2	10
TEACHER-SECONDARY	3,038	3,025	1	4	18	20	21	16	10	7
HEAD TEACHER	5	7	0	0	0	0	1	0	0	0
EDUCATION MEDIA GENERALIST	36	167	0	0	0	0	0	0	0	1
COUNSELOR	179	228	0	0	1	1	0	1	2	0
PSYCHOLOGICAL EXAMINER	5	11	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	60	44	0	0	0	0	0	0	0	0
SPEECH/LANGUAGE PATHOLOGIST	15	145	0	0	0	0	0	1	0	0
AUDIOLOGIST	5	2	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	17	22	0	0	1	1	0	0	0	0
SCHOOL NURSE	0	55	0	0	0	2	0	2	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	1	2	0	0	0	0	0	0	0	0
TOTALS	5,032	9,598	1	7	38	79	31	62	18	23
4 ACTIVITY CLASSIFICATIONS										
DISTRICT ADMINISTRATION	324	110	0	0	6	2	1	0	0	3
SCHOOL ADMINISTRATION	475	166	0	0	4	0	3	1	4	2
STUDENT SERVICES	318	676	0	0	2	4	0	4	2	1
INSTRUCTIONAL SERVICES	3,915	8,646	1	7	26	73	27	57	12	17

**CERTIFIED STAFF TURNOVER
FOR
FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS
Numbers Based on Actual Employee Count**

DISTRICTS WITH (a)	NUMBER AND % ALL REASONS COMBINED					
	TOTAL NUMBER (d)+(f) (b)	PERCENT (b)/Sum of (b) (c)	MEN NUMBER (d)	PERCENT (d)/(b) (e)	WOMEN NUMBER (f)	PERCENT (f)/(b) (g)
5000 + STUDENTS	533	38.2%	143	26.8%	390	73.2%
2500-4999 STUDENTS	250	17.9%	76	30.4%	174	69.6%
1000-2499 STUDENTS	282	20.2%	127	45.0%	155	55.0%
500-999 STUDENTS	191	13.7%	69	36.1%	122	63.9%
1-499 STUDENTS	141	10.1%	57	40.4%	84	59.6%
TOTALS	1,397	100.0%	472	33.8%	925	66.2%

DISTRICTS WITH	LEAVING TO WORK IN OTHER IDAHO DISTRICT		LEAVING TO WORK IN OUT-OF STATE SCHOOL		LEAVING EDUCATION PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE		LEAVING DUE TO RETIREMENT		LEAVING DUE TO DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	143	26.8%	59	11.1%	72	13.5%	8	1.5%	26	4.9%	68	12.8%	3	0.6%
2500-4999 STUDENTS	42	16.8%	59	23.6%	34	13.6%	3	1.2%	16	6.4%	29	11.6%	8	3.2%
1000-2499 STUDENTS	80	28.4%	66	23.4%	20	7.1%	10	3.5%	7	2.5%	36	12.8%	4	1.4%
500-999 STUDENTS	73	38.2%	42	22.0%	14	7.3%	4	2.1%	3	1.6%	12	6.3%	0	0.0%
1-499 STUDENTS	56	39.7%	15	10.6%	19	13.5%	3	2.1%	2	1.4%	10	7.1%	0	0.0%
STATEWIDE	394	28.2%	241	17.3%	159	11.4%	28	2.0%	54	3.9%	155	11.1%	15	1.1%

DISTRICTS WITH	PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		REDUCTION IN FORCE		PARENTAL/FAMILY OBLIGATION		SERVICE IN FOREIGN COUNTRY		TOTALS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	52	9.8%	26	4.9%	62	11.6%	3	0.6%	11	2.1%	0	0.0%	533	100.0%
2500-4999 STUDENTS	17	6.8%	6	2.4%	32	12.8%	2	0.8%	2	0.8%	0	0.0%	250	100.0%
1000-2499 STUDENTS	36	12.8%	3	1.1%	12	4.3%	8	2.8%	0	0.0%	0	0.0%	282	100.0%
500-999 STUDENTS	19	9.9%	3	1.6%	9	4.7%	10	5.2%	2	1.0%	0	0.0%	191	100.0%
1-499 STUDENTS	11	7.8%	7	5.0%	6	4.3%	10	7.1%	2	1.4%	0	0.0%	141	100.0%
STATEWIDE	135	9.7%	45	3.2%	121	8.7%	33	2.4%	17	1.2%	0	0.0%	1,397	100.0%

**NONCERTIFIED
STAFF
TABLES**

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE**

***** STATEWIDE SUMMARY *****

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	3	1	4	2.82	0.94	3.76
BUSINESS MANAGER	21	30	51	18.79	25.69	44.48
CLERK - BOARD OF TRUSTEES	6	61	67	1.56	39.78	41.34
OFFICE CLERICAL - DISTRICT	8	327	335	7.35	279.06	286.41
OFFICE CLERICAL - BUILDING	1	804	805	0.79	573.92	574.71
PERSONNEL SERVICES	4	79	83	3.40	49.72	53.12
PUBLIC INFORMATION	3	5	8	2.35	2.80	5.15
CUSTODIAN SUPERVISOR	25	3	28	24.74	1.87	26.61
JANITOR, CUSTODIAN	889	480	1,369	809.03	350.04	1,159.07
FOOD SERVICE - SUPERVISOR	2	85	87	1.69	58.06	59.75
FOOD SERVICE - MANAGER	3	296	299	1.87	168.43	170.30
FOOD SERVICE - COOK	3	893	896	1.11	425.54	426.65
FOOD SERVICE - OTHER	26	445	471	13.79	165.25	179.04
MAINTENANCE SUPERVISOR	93	1	94	87.42	0.96	88.38
MAINTENANCE WORKER	270	12	282	253.65	7.89	261.54
INSTRUCTIONAL ASSISTANT - REGULAR ED	74	2,199	2,273	30.04	1,106.46	1,136.50
INSTRUCTIONAL ASSISTANT - SPECIAL ED	31	765	796	17.85	423.57	441.42
RELATED SERVICES ASSISTANT, SPECIAL ED	1	30	31	0.00	16.34	16.34
INTERPRETER - HEARING IMPAIRED	2	24	26	0.97	12.71	13.68
LIBRARY ASSISTANT	1	279	280	0.73	155.53	156.26
TRANSPORTATION SUPERVISOR	68	6	74	53.57	3.26	56.83
TRANSPORTATION DISPATCHER/SECRETARY	0	14	14	0.00	9.77	9.77
TRANSPORTATION - SCHOOL BUS MECHANIC	72	0	72	65.82	0.00	65.82
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	1	3	1.56	0.81	2.37
VEHICLE OPERATOR	465	809	1,274	165.66	306.38	472.04
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	25	26	0.45	9.66	10.11
ATTENDANCE OFFICER	5	17	22	2.76	10.43	13.19
SPECIAL PROJECT PERSONNEL	13	69	82	7.02	35.42	42.44
OTHER NONCERTIFIED	97	260	357	46.28	74.19	120.47
DATA PROCESSING SERVICES	3	5	8	2.84	4.74	7.58
TOTALS	2,192	8,025	10,217	1,625.91	4,319.22	5,945.13

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$12.54	\$17.10	\$13.68	\$24,453	\$33,345	\$26,676	\$106,704
BUSINESS MANAGER	20.79	13.19	16.32	39,905	23,766	30,412	1,550,988
CLERK - BOARD OF TRUSTEES	14.20	11.45	11.70	6,883	14,900	14,182	950,219
OFFICE CLERICAL - DISTRICT	10.75	9.11	9.15	20,819	16,308	16,415	5,499,137
OFFICE CLERICAL - BUILDING	10.15	8.18	8.18	16,646	12,155	12,161	9,789,402
PERSONNEL SERVICES	21.82	8.44	9.09	41,328	11,710	13,137	1,090,368
PUBLIC INFORMATION	11.36	8.84	9.78	21,936	10,244	14,628	117,026
CUSTODIAN SUPERVISOR	9.37	7.10	9.13	19,252	10,532	18,318	512,894
JANITOR, CUSTODIAN	7.87	7.23	7.64	14,742	11,008	13,433	18,389,768
FOOD SERVICE - SUPERVISOR	14.93	9.95	10.06	26,510	14,159	14,443	1,256,548
FOOD SERVICE - MANAGER	7.44	8.01	8.00	10,437	9,539	9,548	2,854,977
FOOD SERVICE - COOK	5.22	6.77	6.76	4,064	6,757	6,748	6,046,041
FOOD SERVICE - OTHER	7.16	6.25	6.30	8,193	5,037	5,211	2,454,384
MAINTENANCE SUPERVISOR	12.92	7.64	12.86	24,537	15,280	24,438	2,297,194
MAINTENANCE WORKER	9.93	7.29	9.82	19,404	10,093	19,007	5,360,111
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.05	6.46	6.45	5,205	6,732	6,683	15,189,476
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.18	6.42	6.41	7,290	7,371	7,368	5,864,881
RELATED SERVICES ASSISTANT, SPECIAL ED	7.52	7.26	7.27	2	8,339	8,070	250,174
INTERPRETER - HEARING IMPAIRED	10.94	8.91	9.07	10,371	9,570	9,632	250,428
LIBRARY ASSISTANT	9.62	6.90	6.91	14,622	8,133	8,156	2,283,661
TRANSPORTATION SUPERVISOR	13.05	10.43	12.84	21,924	12,756	21,180	1,567,352
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.12	7.12	0	10,618	10,618	148,647
TRANSPORTATION - SCHOOL BUS MECHANIC	10.74	0.00	10.74	20,225	0	20,225	1,456,231
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	8.53	8.50	8.52	13,860	14,280	14,000	41,999
VEHICLE OPERATOR	8.97	8.99	8.98	6,428	6,926	6,744	8,591,894
TRANSPORTATION - SCHOOL BUS ATTENDANT	5.59	6.11	6.09	5,283	5,097	5,104	132,705
ATTENDANCE OFFICER	12.71	7.66	8.81	16,691	9,860	11,413	251,076
SPECIAL PROJECT PERSONNEL	11.84	9.76	10.09	13,509	10,490	10,968	899,414
OTHER NONCERTIFIED	9.29	8.18	8.48	10,291	5,752	6,985	2,493,701
DATA PROCESSING SERVICES	14.90	11.51	12.78	29,194	22,578	25,059	200,470
TOTALS	\$9.05	\$7.36	\$7.22	\$14,026	\$8,368	\$9,582	\$97,897,870

**

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE**

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	3	1	4	2.82	0.94	3.76
BUSINESS MANAGER	5	3	8	4.92	2.86	7.78
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.11	4.11
OFFICE CLERICAL - DISTRICT	7	164	171	6.41	146.79	153.20
OFFICE CLERICAL - BUILDING	0	386	386	0.00	281.50	281.50
PERSONNEL SERVICES	4	33	37	3.40	23.71	27.11
PUBLIC INFORMATION	1	3	4	1.00	1.44	2.44
CUSTODIAN SUPERVISOR	2	0	2	1.94	0.00	1.94
JANITOR, CUSTODIAN	508	150	658	475.10	132.32	607.42
FOOD SERVICE - SUPERVISOR	1	12	13	0.88	10.75	11.63
FOOD SERVICE - MANAGER	3	166	169	1.87	93.44	95.31
FOOD SERVICE - COOK	0	288	288	0.00	139.70	139.70
FOOD SERVICE - OTHER	16	292	308	9.94	123.30	133.24
MAINTENANCE SUPERVISOR	19	0	19	18.72	0.00	18.72
MAINTENANCE WORKER	160	8	168	157.64	5.39	163.03
INSTRUCTIONAL ASSISTANT - REGULAR ED	31	800	831	14.16	410.72	424.88
INSTRUCTIONAL ASSISTANT - SPECIAL ED	20	475	495	11.13	270.30	281.43
RELATED SERVICES ASSISTANT, SPECIAL ED	1	9	10	0.00	5.27	5.27
INTERPRETER - HEARING IMPAIRED	1	13	14	0.35	7.43	7.78
LIBRARY ASSISTANT	0	139	139	0.00	84.01	84.01
TRANSPORTATION SUPERVISOR	8	1	9	7.52	1.00	8.52
TRANSPORTATION DISPATCHER/SECRETARY	0	6	6	0.00	5.01	5.01
TRANSPORTATION - SCHOOL BUS MECHANIC	30	0	30	29.96	0.00	29.96
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	1	3	1.56	0.81	2.37
VEHICLE OPERATOR	166	297	463	75.93	137.75	213.68
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	13	14	0.45	6.22	6.67
ATTENDANCE OFFICER	2	7	9	1.45	5.39	6.84
SPECIAL PROJECT PERSONNEL	5	26	31	3.61	15.09	18.70
OTHER NONCERTIFIED	59	153	212	34.71	41.35	76.06
DATA PROCESSING SERVICES	3	5	8	2.84	4.74	7.58
TOTALS	1,058	3,456	4,514	868.31	1,961.34	2,829.65

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$12.54	\$17.10	\$13.68	\$24,453	\$33,345	\$26,676	\$106,704
BUSINESS MANAGER	27.03	20.58	24.61	55,274	40,894	49,882	399,052
CLERK - BOARD OF TRUSTEES	0.00	12.14	12.14	0	21,345	21,345	106,726
OFFICE CLERICAL - DISTRICT	9.53	9.10	9.11	18,398	16,904	16,965	2,901,002
OFFICE CLERICAL - BUILDING	0.00	8.45	8.45	0	12,730	12,730	4,913,906
PERSONNEL SERVICES	21.82	9.43	10.77	41,328	15,119	17,952	664,240
PUBLIC INFORMATION	14.80	9.66	10.95	30,784	9,846	15,081	60,323
CUSTODIAN SUPERVISOR	12.76	0.00	12.76	25,550	0	25,550	51,100
JANITOR, CUSTODIAN	7.57	7.26	7.50	14,838	13,468	14,525	9,557,599
FOOD SERVICE - SUPERVISOR	17.94	15.80	15.97	33,010	25,047	25,659	333,570
FOOD SERVICE - MANAGER	7.44	8.28	8.27	10,437	9,773	9,785	1,653,701
FOOD SERVICE - COOK	0.00	6.85	6.85	0	6,855	6,855	1,974,316
FOOD SERVICE - OTHER	7.18	6.54	6.58	9,624	5,929	6,121	1,885,201
MAINTENANCE SUPERVISOR	16.87	0.00	16.87	34,460	0	34,460	654,747
MAINTENANCE WORKER	10.02	8.02	9.93	20,506	11,184	20,062	3,370,468
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.06	6.49	6.47	5,929	6,996	6,956	5,780,610
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.24	6.55	6.53	7,030	7,697	7,670	3,796,889
RELATED SERVICES ASSISTANT, SPECIAL ED	7.52	9.25	9.08	2	11,559	10,404	104,036
INTERPRETER - HEARING IMPAIRED	13.33	8.73	9.06	9,674	10,439	10,385	145,384
LIBRARY ASSISTANT	0.00	7.29	7.29	0	9,305	9,305	1,293,358
TRANSPORTATION SUPERVISOR	16.33	13.03	15.96	31,687	27,102	31,178	280,600
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.52	7.52	0	13,216	13,216	79,296
TRANSPORTATION - SCHOOL BUS MECHANIC	10.33	0.00	10.33	21,463	0	21,463	643,879
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	8.53	8.50	8.52	13,860	14,280	14,000	41,999
VEHICLE OPERATOR	7.96	8.00	7.98	7,582	7,744	7,686	3,558,621
TRANSPORTATION - SCHOOL BUS ATTENDANT	5.59	6.12	6.08	5,283	6,060	6,005	84,065
ATTENDANCE OFFICER	16.87	8.02	9.98	25,665	12,841	15,691	141,216
SPECIAL PROJECT PERSONNEL	13.84	12.44	12.67	20,223	15,022	15,861	491,693
OTHER NONCERTIFIED	8.80	8.19	8.36	13,027	5,988	7,947	1,684,707
DATA PROCESSING SERVICES	14.90	11.51	12.78	29,194	22,578	25,059	200,470
TOTALS	\$8.56	\$7.39	\$7.67	\$15,075	\$8,973	\$10,403	\$46,959,478

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	0	0	0	0.00	0.00	0.00
BUSINESS MANAGER	10	1	11	9.83	1.00	10.83
CLERK - BOARD OF TRUSTEES	0	2	2	0.00	1.82	1.82
OFFICE CLERICAL - DISTRICT	1	64	65	0.94	57.35	58.29
OFFICE CLERICAL - BUILDING	1	183	184	0.79	130.70	131.49
PERSONNEL SERVICES	0	19	19	0.00	11.91	11.91
PUBLIC INFORMATION	2	2	4	1.35	1.36	2.71
CUSTODIAN SUPERVISOR	9	1	10	9.00	0.35	9.35
JANITOR, CUSTODIAN	166	120	286	141.30	82.28	223.58
FOOD SERVICE - SUPERVISOR	0	13	13	0.00	10.28	10.28
FOOD SERVICE - MANAGER	0	55	55	0.00	32.56	32.56
FOOD SERVICE - COOK	2	291	293	0.49	133.60	134.09
FOOD SERVICE - OTHER	5	46	51	1.66	13.45	15.11
MAINTENANCE SUPERVISOR	15	0	15	14.50	0.00	14.50
MAINTENANCE WORKER	63	1	64	60.94	0.75	61.69
INSTRUCTIONAL ASSISTANT - REGULAR ED	21	520	541	8.17	250.87	259.04
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9	155	164	5.81	83.10	88.91
RELATED SERVICES ASSISTANT, SPECIAL ED	0	9	9	0.00	4.88	4.88
INTERPRETER - HEARING IMPAIRED	1	4	5	0.62	1.90	2.52
LIBRARY ASSISTANT	0	57	57	0.00	30.57	30.57
TRANSPORTATION SUPERVISOR	7	1	8	6.50	1.00	7.50
TRANSPORTATION DISPATCHER/SECRETARY	0	3	3	0.00	2.37	2.37
TRANSPORTATION - SCHOOL BUS MECHANIC	16	0	16	15.09	0.00	15.09
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	69	168	237	23.45	62.18	85.63
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	5	5	0.00	2.46	2.46
ATTENDANCE OFFICER	1	5	6	0.13	3.15	3.28
SPECIAL PROJECT PERSONNEL	3	20	23	2.42	10.52	12.94
OTHER NONCERTIFIED	8	27	35	5.07	15.82	20.89
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	409	1,772	2,181	308.06	946.23	1,254.29

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$0.00	\$0.00	\$0.00	\$0	\$0	\$0	\$0
BUSINESS MANAGER	21.21	26.96	21.74	43,212	56,077	44,381	488,194
CLERK - BOARD OF TRUSTEES	0.00	12.74	12.74	0	24,018	24,018	48,035
OFFICE CLERICAL - DISTRICT	19.27	9.30	9.45	37,769	17,497	17,809	1,157,590
OFFICE CLERICAL - BUILDING	10.15	8.03	8.04	16,646	12,052	12,077	2,222,177
PERSONNEL SERVICES	0.00	7.42	7.42	0	9,904	9,904	188,184
PUBLIC INFORMATION	9.65	7.60	8.62	17,512	10,840	14,176	56,703
CUSTODIAN SUPERVISOR	9.18	6.05	8.87	19,099	4,356	17,625	176,248
JANITOR, CUSTODIAN	8.10	7.34	7.78	14,190	10,981	12,843	3,673,229
FOOD SERVICE - SUPERVISOR	0.00	9.53	9.53	0	16,021	16,021	208,278
FOOD SERVICE - MANAGER	0.00	7.79	7.79	0	9,676	9,676	532,165
FOOD SERVICE - COOK	5.14	6.79	6.78	2,613	6,686	6,658	1,950,710
FOOD SERVICE - OTHER	6.99	5.69	5.81	4,923	3,603	3,733	190,364
MAINTENANCE SUPERVISOR	13.11	0.00	13.11	25,972	0	25,972	389,574
MAINTENANCE WORKER	10.21	6.30	10.15	20,860	9,828	20,688	1,324,003
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.11	6.36	6.35	5,031	6,265	6,217	3,363,213
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.18	6.34	6.33	8,347	7,046	7,117	1,167,269
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	7.04	7.04	0	7,944	7,944	71,500
INTERPRETER - HEARING IMPAIRED	8.54	8.51	8.51	11,068	8,356	8,898	44,491
LIBRARY ASSISTANT	0.00	6.73	6.73	0	7,651	7,651	436,116
TRANSPORTATION SUPERVISOR	14.67	13.07	14.47	27,584	27,186	27,534	220,273
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.26	7.26	0	12,291	12,291	36,872
TRANSPORTATION - SCHOOL BUS MECHANIC	11.25	0.00	11.25	22,655	0	22,655	362,484
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	8.92	9.53	9.35	6,346	7,351	7,058	1,672,770
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	7.24	7.24	0	7,423	7,423	37,117
ATTENDANCE OFFICER	4.60	8.02	7.45	1,242	10,112	8,634	51,801
SPECIAL PROJECT PERSONNEL	9.47	6.79	7.14	16,252	7,437	8,587	197,494
OTHER NONCERTIFIED	17.79	10.88	12.46	14,858	12,995	13,421	469,734
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.39	\$7.26	\$7.66	\$15,004	\$8,239	\$9,508	\$20,736,588

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE**

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	0	0	0	0.00	0.00	0.00
BUSINESS MANAGER	3	9	12	2.50	8.50	11.00
CLERK - BOARD OF TRUSTEES	0	14	14	0.00	8.94	8.94
OFFICE CLERICAL - DISTRICT	0	52	52	0.00	42.54	42.54
OFFICE CLERICAL - BUILDING	0	142	142	0.00	101.28	101.28
PERSONNEL SERVICES	0	18	18	0.00	9.90	9.90
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	10	0	10	9.88	0.00	9.88
JANITOR, CUSTODIAN	139	106	245	126.81	70.33	197.14
FOOD SERVICE - SUPERVISOR	1	28	29	0.81	18.33	19.14
FOOD SERVICE - MANAGER	0	47	47	0.00	26.12	26.12
FOOD SERVICE - COOK	1	181	182	0.62	90.20	90.82
FOOD SERVICE - OTHER	4	44	48	1.82	11.49	13.31
MAINTENANCE SUPERVISOR	28	0	28	25.82	0.00	25.82
MAINTENANCE WORKER	27	0	27	20.30	0.00	20.30
INSTRUCTIONAL ASSISTANT - REGULAR ED	10	465	475	3.51	239.05	242.56
INSTRUCTIONAL ASSISTANT - SPECIAL ED	1	76	77	0.64	42.08	42.72
RELATED SERVICES ASSISTANT, SPECIAL ED	0	9	9	0.00	4.90	4.90
INTERPRETER - HEARING IMPAIRED	0	7	7	0.00	3.38	3.38
LIBRARY ASSISTANT	0	41	41	0.00	21.58	21.58
TRANSPORTATION SUPERVISOR	22	1	23	19.51	0.50	20.01
TRANSPORTATION DISPATCHER/SECRETARY	0	4	4	0.00	1.96	1.96
TRANSPORTATION - SCHOOL BUS MECHANIC	17	0	17	15.60	0.00	15.60
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	133	173	306	40.13	57.36	97.49
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	6	6	0.00	0.73	0.73
ATTENDANCE OFFICER	2	5	7	1.18	1.89	3.07
SPECIAL PROJECT PERSONNEL	4	11	15	0.97	5.78	6.75
OTHER NONCERTIFIED	17	35	52	4.65	7.31	11.96
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	419	1,474	1,893	274.75	774.15	1,048.90

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$0.00	\$0.00	\$0.00	\$0	\$0	\$0	\$0
BUSINESS MANAGER	14.97	13.23	13.66	27,168	25,881	26,203	314,435
CLERK - BOARD OF TRUSTEES	0.00	12.91	12.91	0	17,093	17,093	239,304
OFFICE CLERICAL - DISTRICT	0.00	9.34	9.34	0	16,367	16,367	851,102
OFFICE CLERICAL - BUILDING	0.00	7.91	7.91	0	11,911	11,911	1,691,391
PERSONNEL SERVICES	0.00	8.21	8.21	0	9,417	9,417	169,505
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	8.85	0.00	8.85	18,181	0	18,181	181,811
JANITOR, CUSTODIAN	8.43	7.15	7.88	15,301	9,629	12,847	3,147,567
FOOD SERVICE - SUPERVISOR	11.91	9.30	9.39	20,009	12,973	13,216	383,250
FOOD SERVICE - MANAGER	0.00	7.52	7.52	0	8,708	8,708	409,293
FOOD SERVICE - COOK	5.38	6.46	6.46	6,967	6,795	6,796	1,236,935
FOOD SERVICE - OTHER	7.76	5.49	5.68	7,616	3,038	3,419	164,133
MAINTENANCE SUPERVISOR	11.93	0.00	11.93	22,219	0	22,219	622,129
MAINTENANCE WORKER	8.50	0.00	8.50	13,339	0	13,339	360,144
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.02	6.58	6.57	4,511	6,963	6,911	3,282,699
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.22	6.17	6.16	6,943	7,215	7,212	555,286
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	5.74	5.74	0	6,471	6,471	58,243
INTERPRETER - HEARING IMPAIRED	0.00	9.49	9.49	0	8,650	8,650	60,553
LIBRARY ASSISTANT	0.00	6.39	6.39	0	6,872	6,872	281,745
TRANSPORTATION SUPERVISOR	12.35	7.34	12.13	23,273	7,634	22,593	519,650
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.09	7.09	0	7,137	7,137	28,546
TRANSPORTATION - SCHOOL BUS MECHANIC	10.66	0.00	10.66	19,835	0	19,835	337,198
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.69	9.62	9.65	5,778	6,380	6,119	1,872,306
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	5.31	5.31	0	1,467	1,467	8,801
ATTENDANCE OFFICER	12.61	6.80	8.46	15,442	5,435	8,294	58,059
SPECIAL PROJECT PERSONNEL	12.21	9.84	10.47	6,369	10,305	9,256	138,834
OTHER NONCERTIFIED	8.40	7.45	7.76	4,660	3,292	3,740	194,457
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.41	\$7.38	\$7.83	\$12,495	\$8,095	\$9,069	\$17,167,376 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE**

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	0	0	0	0.00	0.00	0.00
BUSINESS MANAGER	3	8	11	1.54	6.58	8.12
CLERK - BOARD OF TRUSTEES	4	16	20	1.00	8.68	9.68
OFFICE CLERICAL - DISTRICT	0	21	21	0.00	14.37	14.37
OFFICE CLERICAL - BUILDING	0	61	61	0.00	39.97	39.97
PERSONNEL SERVICES	0	5	5	0.00	2.20	2.20
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	1	2	3	1.00	1.52	2.52
JANITOR, CUSTODIAN	43	66	109	37.15	42.88	80.03
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	9.92	9.92
FOOD SERVICE - MANAGER	0	19	19	0.00	10.52	10.52
FOOD SERVICE - COOK	0	88	88	0.00	41.23	41.23
FOOD SERVICE - OTHER	0	35	35	0.00	10.13	10.13
MAINTENANCE SUPERVISOR	19	0	19	18.37	0.00	18.37
MAINTENANCE WORKER	16	2	18	12.92	0.83	13.75
INSTRUCTIONAL ASSISTANT - REGULAR ED	7	276	283	2.97	139.04	142.01
INSTRUCTIONAL ASSISTANT - SPECIAL ED	1	29	30	0.27	14.37	14.64
RELATED SERVICES ASSISTANT, SPECIAL ED	0	1	1	0.00	0.26	0.26
INTERPRETER - HEARING IMPAIRED	0	0	0	0.00	0.00	0.00
LIBRARY ASSISTANT	1	28	29	0.73	13.08	13.81
TRANSPORTATION SUPERVISOR	17	1	18	14.51	0.26	14.77
TRANSPORTATION DISPATCHER/SECRETARY	0	1	1	0.00	0.43	0.43
TRANSPORTATION - SCHOOL BUS MECHANIC	5	0	5	3.71	0.00	3.71
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	48	121	169	12.92	35.90	48.82
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	1	1	0.00	0.25	0.25
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	0	3	3	0.00	0.87	0.87
OTHER NONCERTIFIED	4	24	28	0.49	4.87	5.36
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	169	824	993	107.58	398.16	505.74

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$0.00	\$0.00	\$0.00	\$0	\$0	\$0	\$0
BUSINESS MANAGER	14.77	11.25	12.21	16,006	18,757	18,007	198,073
CLERK - BOARD OF TRUSTEES	15.05	11.98	12.60	7,873	12,245	11,370	227,403
OFFICE CLERICAL - DISTRICT	0.00	9.06	9.06	0	13,335	13,335	280,028
OFFICE CLERICAL - BUILDING	0.00	7.85	7.85	0	10,802	10,802	658,912
PERSONNEL SERVICES	0.00	7.34	7.34	0	7,167	7,167	35,837
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	7.75	7.63	7.67	16,120	13,621	14,454	43,361
JANITOR, CUSTODIAN	7.70	7.11	7.34	13,594	9,415	11,064	1,205,924
FOOD SERVICE - SUPERVISOR	0.00	8.93	8.93	0	11,550	11,550	184,803
FOOD SERVICE - MANAGER	0.00	7.63	7.63	0	8,910	8,910	169,290
FOOD SERVICE - COOK	0.00	6.25	6.25	0	6,296	6,296	554,040
FOOD SERVICE - OTHER	0.00	5.87	5.87	0	3,654	3,654	127,902
MAINTENANCE SUPERVISOR	11.62	0.00	11.62	21,350	0	21,350	405,654
MAINTENANCE WORKER	9.67	5.31	9.18	14,601	4,668	13,497	242,950
INSTRUCTIONAL ASSISTANT - REGULAR ED	5.49	6.22	6.20	4,817	6,423	6,384	1,806,544
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.85	5.95	5.95	3,335	6,057	5,966	178,990
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	7.83	7.83	0	4,228	4,228	4,228
INTERPRETER - HEARING IMPAIRED	0.00	0.00	0.00	0	0	0	0
LIBRARY ASSISTANT	9.62	6.46	6.57	14,622	6,407	6,690	194,016
TRANSPORTATION SUPERVISOR	13.25	8.54	12.99	23,652	4,612	22,595	406,701
TRANSPORTATION DISPATCHER/SECRETARY	0.00	4.37	4.37	0	3,933	3,933	3,933
TRANSPORTATION - SCHOOL BUS MECHANIC	11.04	0.00	11.04	16,917	0	16,917	84,584
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.13	9.73	9.85	5,602	5,919	5,829	985,097
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	5.25	5.25	0	2,722	2,722	2,722
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	0.00	10.56	10.56	0	6,194	6,194	18,583
OTHER NONCERTIFIED	7.65	7.43	7.46	2,118	2,832	2,730	76,436
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.88	\$7.29	\$7.73	\$12,634	\$7,234	\$8,153	\$8,096,011

**

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE**

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
COMMUNITY EDUCATION	0	0	0	0.00	0.00	0.00
BUSINESS MANAGER	0	9	9	0.00	6.75	6.75
CLERK - BOARD OF TRUSTEES	2	24	26	0.56	16.23	16.79
OFFICE CLERICAL - DISTRICT	0	26	26	0.00	18.01	18.01
OFFICE CLERICAL - BUILDING	0	32	32	0.00	20.47	20.47
PERSONNEL SERVICES	0	4	4	0.00	2.00	2.00
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	3	0	3	2.92	0.00	2.92
JANITOR, CUSTODIAN	33	38	71	28.67	22.23	50.90
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	8.78	8.78
FOOD SERVICE - MANAGER	0	9	9	0.00	5.79	5.79
FOOD SERVICE - COOK	0	45	45	0.00	20.81	20.81
FOOD SERVICE - OTHER	1	28	29	0.37	6.88	7.25
MAINTENANCE SUPERVISOR	12	1	13	10.01	0.96	10.97
MAINTENANCE WORKER	4	1	5	1.85	0.92	2.77
INSTRUCTIONAL ASSISTANT - REGULAR ED	5	138	143	1.23	66.78	68.01
INSTRUCTIONAL ASSISTANT - SPECIAL ED	0	30	30	0.00	13.72	13.72
RELATED SERVICES ASSISTANT, SPECIAL ED	0	2	2	0.00	1.03	1.03
INTERPRETER - HEARING IMPAIRED	0	0	0	0.00	0.00	0.00
LIBRARY ASSISTANT	0	14	14	0.00	6.29	6.29
TRANSPORTATION SUPERVISOR	14	2	16	5.53	0.50	6.03
TRANSPORTATION DISPATCHER/SECRETARY	0	0	0	0.00	0.00	0.00
TRANSPORTATION - SCHOOL BUS MECHANIC	4	0	4	1.46	0.00	1.46
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	49	50	99	13.23	13.19	26.42
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	0	0	0.00	0.00	0.00
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	1	9	10	0.02	3.16	3.18
OTHER NONCERTIFIED	9	21	30	1.36	4.84	6.20
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	137	499	636	67.21	239.34	306.55

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
COMMUNITY EDUCATION	\$0.00	\$0.00	\$0.00	\$0	\$0	\$0	\$0
BUSINESS MANAGER	0.00	10.88	10.88	0	16,804	16,804	151,234
CLERK - BOARD OF TRUSTEES	12.50	10.00	10.19	4,904	13,289	12,644	328,751
OFFICE CLERICAL - DISTRICT	0.00	8.34	8.34	0	11,901	11,901	309,415
OFFICE CLERICAL - BUILDING	0.00	7.67	7.67	0	9,469	9,469	303,016
PERSONNEL SERVICES	0.00	7.59	7.59	0	8,151	8,151	32,602
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.92	0.00	9.92	20,125	0	20,125	60,374
JANITOR, CUSTODIAN	9.19	7.13	8.08	15,203	7,994	11,344	805,449
FOOD SERVICE - SUPERVISOR	0.00	8.03	8.03	0	9,165	9,165	146,647
FOOD SERVICE - MANAGER	0.00	7.60	7.60	0	10,059	10,059	90,528
FOOD SERVICE - COOK	0.00	8.27	8.27	0	7,334	7,334	330,040
FOOD SERVICE - OTHER	5.20	5.71	5.70	3,952	2,958	2,993	86,784
MAINTENANCE SUPERVISOR	10.81	7.64	10.57	17,484	15,280	17,315	225,090
MAINTENANCE WORKER	12.28	6.50	11.13	12,517	12,480	12,509	62,546
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.62	6.76	6.76	3,375	6,808	6,688	956,410
INSTRUCTIONAL ASSISTANT - SPECIAL ED	0.00	5.92	5.92	0	5,548	5,548	166,447
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	5.76	5.76	0	6,084	6,084	12,167
INTERPRETER - HEARING IMPAIRED	0.00	0.00	0.00	0	0	0	0
LIBRARY ASSISTANT	0.00	6.02	6.02	0	5,602	5,602	78,426
TRANSPORTATION SUPERVISOR	11.21	10.29	11.09	9,295	5,001	8,758	140,128
TRANSPORTATION DISPATCHER/SECRETARY	0.00	0.00	0.00	0	0	0	0
TRANSPORTATION - SCHOOL BUS MECHANIC	11.66	0.00	11.66	7,022	0	7,022	28,086
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.38	9.09	9.23	5,206	4,960	5,082	503,100
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	0.00	0.00	0	0	0	0
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	7.50	8.24	8.16	270	5,838	5,281	52,810
OTHER NONCERTIFIED	7.41	6.72	6.92	2,564	2,157	2,279	68,367
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.58	\$7.50	\$7.95	\$9,411	\$7,313	\$7,765	\$4,938,417 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and the Americans with Disabilities Act of 1990).

It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 334-3300, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.